

Kevin Anderson is the March 2016 Employee of the Month



Congratulations to Kevin Anderson, LMHP, for being the LRC Employee of the Month for March. Kevin began working for the State of Nebraska in June of 2004. His co-workers state that he genuinely cares about the population served at LRC and his co-workers. Kevin does a great job at building rapport with the patients, which research indicates is important for change to occur. He has great ideas and is not afraid to share them. Kevin commutes daily from Iowa and rarely misses work due to inclement weather. He is patient, kind, and a great listener. On his own time, Kevin has pursued additional training on trauma and appropriate treatment modalities to use with patients. Kevin is a team player who is always willing to take on more tasks, and assist in coverage when others are absent.

Marcy Guinane is the April 2016 Employee of the Month



Congratulations to Marcy Guinane, Pharmacy Staff Assistant, for being the April Employee of the Month. Marcy began working for the State of Nebraska in December of 2014. Her co-workers state that she positively impacts the people we serve at LRC every day in her role as Staff Assistant in the LRC Pharmacy. Marcy contributes to the mission of the Pharmacy by providing information for end-of-month reports, compiling statistics on discharge expenditures, helping to implement procedures for reducing pharmacy spending, and by participating in a multitude of other administrative projects. Marcy takes her job seriously and goes the extra mile to find ways to trim Pharmacy costs when needed. She thinks of avenues to pursue to cut unnecessary waste. She has most recently been involved in offering constructive ideas to help initiate Medicare D billing for medications dispensed to LRC clients. She compiles and organizes end-of-month reports to be presented at the Medical Executive and Pharmacy and Therapeutics Committees. Her work helps the administrative and medical staff understand trends and patterns in pharmaceutical expenditures. Along with all her other duties, Marcy also plans and organize food days so that the Pharmacy staff feel special on their birthday or national food theme days of the month! She demonstrate WE CARE behaviors by proactively identifying problems and needs of others and figuring out how to get the job done!

Jim Reinsch is the May 2016 Employee of the Month



Congratulations to Jim Reinsch, Maintenance Specialist, for being selected as the May 2016 Employee of the Month. Jim began working for the State of Nebraska in May of 2013. His co-workers state that Jim is always there to be a team player on old and new jobs. He takes the initiative to help others. Jim does an outstanding job of covering the buildings, and helps out wherever he can on campus. He makes sure everything is completed, from every day routine tasks to preventative maintenance orders. Jim always goes above and beyond. He recently took the initiative to work on the S2 remodel project in Building #5. Jim is always pleasant and courteous. He has a great sense of humor and a warm, caring attitude. He is always friendly and respectful to staff and patients. He demonstrates responsibility by getting answers when needed. He takes ownership on jobs he is assigned to and does an outstanding job. Jim has shown commitment by going above and beyond his job duties by helping contractors to complete jobs. He strengthens the Maintenance team with his positive attitude and active participation.

Director's Note.....by Director Sheri Dawson

Teamwork is an essential part of Division of Behavioral Health (DBH) success. My husband was watching an NBA playoff game recently. Like a basketball team working together to set up the perfect shot, every team member has a specific role to play in accomplishing tasks on the job. Although it may seem as if one player scored the basket, that basket was made possible by many people's planning, coordination, and cooperation to get that player the ball. When everyone in the workplace works together to accomplish goals, everyone achieves more.

I firmly believe that our DBH teamwork makes our mission a reality every day. Each of you regardless of your role, help our patients/clients/consumers live better lives every single moment. The key to our success has been – and will continue to be – you and your teamwork. As we move forward, continue to focus day to day on our responsibility to patients and on providing our patients with the service they expect and deserve from us.

Encountering obstacles after we've made a determination to make DBH "the" place to work is expected. I want each of you to embrace the value of perseverance. We will maintain our purpose through challenges and difficulties.

As we experience leadership and staffing changes, let's keep that basketball team approach. It takes all of us to be successful. I am grateful that Anthony Walters embraced the values of teamwork and perseverance. In the short time he served DBH in the CEO role, he made positive contributions. I wish him success as he seeks to find opportunities closer to his home and family. All of us seek to find the very best life circumstance to accomplish our dreams and goals. As we go through another transition, I ask you to remain focused on what we do best: deliver quality

care to individuals with behavioral health challenges. I encourage each team member to take time to talk through concerns, squelch rumors and negativity, and be assertive in seeking information from your supervisors. I will pass along information about the CEO recruitment process to ensure our team is in the communication loop.

It's an honor and a privilege to work with each of you. It's an incredible feeling to know that when I go out to system partners that there's no way I can oversell the competency and commitment of the DBH team. I am incredibly blessed to serve as your Director. Thank you for all you do. My door is always open to hear from you.

Welcoming New Employees

Do you remember your first day? Whether it was here at LRC or maybe your first of day of school? Remember how intimidating and scary that was? We all probably found one or two people who welcomed us just a little bit more than others. A person that made us feel more comfortable and safer than others. Someone that we could relate to and that we weren't intimidated to ask those "stupid questions" and someone that helped us to thrive in our roles. Growing up as a twin I didn't realize until I "grew up" how great it was to always have that "person" you could buddy up to and be friends with when you weren't quite sure of your new surroundings. When I started jobs as an adult, started college, and no longer had my sister to be that person, it was blaringly apparent to me how important those first relationships are when you start somewhere new.

As employees and supervisors, we have to take the time to embrace and welcome new employees and to not take for granted just how intimidating it is to walk into a new place with new faces and new rules and expect that people should "just know" what to do. We have to take time, we have to get to know how people learn, and understand that people learn in a variety of different ways. Turnover costs employers thousands of dollars each year. Not only that, but some of you are affected by turnover in a number of other different ways. Your time off requests may be limited, your chances to have to do overtime increase, working with floating staff versus the home based staff, etc...It's a challenge and all of us have to take ownership and see what we can do to make sure that our new employees feel welcome and safe when they start their career here at LRC so that they STAY at LRC.

In an article written by Joyce E.A. Russell titled, "How to Embrace New Employees" she says that it is very important to give employees a realistic

preview of what they are to expect in their role with your organization. I do believe with the training that many of our staff get, particularly now with the SSII's and RN's, we have done a lot of great work with the Staff Trainers to ensure the onboarding of new employees for Nursing Services in particular, is on target. Onboarding is the new verbiage used for new employee orientation and in this article the author defines it as, "the process of getting new hires adjusted to the social and performance aspects of their new jobs quickly and smoothly." She goes on to write, "The extent to which organizations make new hires feel welcomed and prepared for their new jobs, the faster they will be able to be productive and contribute to the organizations mission."

Great orientation, great welcoming skills, great onboarding and training upfront, leads to higher employee retention and greater employee engagement. LRC has Retention and Strategies Committee that we would love to hear from you on ideas you might have for us to entertain. Please use the Committee Suggestion Form on the Share Drive to share your thoughts with us, or send me an email and I will share your input with the Committee Members. Let's all do our part! It's very simple—when you see new employees, say hello, smile, introduce yourself and tell them you're happy they chose LRC! I am happy I chose LRC!

Have a great summer!

"Make yourself accountable and your employees will hold themselves to a high standard."

— **David J. Greer, Wind In Your Sails**

Kudos—Now That's PCC!

- ◇ **Kudos to Bob Barker, SSII**, for helping Dr. Judson set up new baselines for senior patients in Building #10. He worked all day on this and the final product was a job well done! - Sandra Kroon
- ◇ **Kudos to Teresa Hansen, RN**, for all her hard work in Building #14. She stays on top of everything despite being very busy. She is always running here and there with barely time to breathe yet always has time for a word of encouragement. We appreciate her very much. -Cyndy Reece.
- ◇ **Kudos to the current Medication Aides** who recently completed the 8-hour Medication Aide Class and are passing medications independently: **Gabrielle Robinson, Allison Hunt, Jessica Gartner Barrientez, Tina Brown.**
- ◇ **Kudos to Kathy Dobesh, RN, and Maggie Copple, LPN**, for your contributions in helping me with the Medication Aides in Building #14. -Vicky Buchholz.
- ◇ **Kudos to the Building #14 Team Leaders.** Your help with assisting with ensuring success for the Medication Aides is appreciated. -Vicky Buchholz.
- ◇ **Kudos to John Weyer, RN Supervisor**, for assisting with Medication Aide Classes for both Building #14 and Whitehall. We make a good team! - Vicky Buchholz
- ◇ **Kudos to Jeff McCain, Maintenance**, for all the help he's been with the new kitchen. Every time there is an issue, Jeff shows up right away with a positive attitude and gets the problem solved! We appreciate all you do, Jeff. -The folks in the Dietary Department.
- ◇ **Kudos to Bevin Flynn** for the meticulous painting of the Building #14 34d floor copy machine/mail room. This is a VAST improvement. Tammy Foley
- ◇ **Kudos to Andy Miller** for the wall repairs and paint touch-ups in the Building #14, 3rd floor training area. It is amazing how little repairs make the environment look so much better. Tammy Foley.
- ◇ **Kudos to Terry Harmon** for all her help in keeping the training and conference rooms clean, well-arranged, and welcoming. -Tammy Foley
- ◇ **Kudos to Emily Claussen** for adjusting her schedule to train agency nurses on the wonders of Avatar, often with very little notice. -Tammy Foley
- ◇ **Kudos to Diane Ellis** for filling in on two jobs at the same time! Great work! -Dr. Lori Anderson
- ◇ **Kudos to the therapists in Building #5: Julia Dreamer, Pam Conroy-Muhammad, and Jennifer Blankenship** for showing the therapy interns the ropes and helping them tremendously. Ami Dorant
- ◇ **Kudos to Building #3 staff: Leslie Guthrie, Andrew Pen-nock, Linda Marcy, Dawn Hauptmeier, and Jennifer Bennetts** for working together to help the patients submit so many wonderful pieces of art work and poems for the Arbor Day Art Show! We Rock! -Linda Marcy
- ◇ **Kudos to Haron Kohestaini** for his assistance in Building #3 filling in for a vacant Team Leader position. -Roni Koenig and Dani Quackenbush
- ◇ **Kudos to Roni Koenig and Dani Quackenbush** for their support. -Haron Kohestani
- ◇ **Kudos to Dr. Karimi**, new Psychiatrist in Building #5, for answering pages for SPEs. He talks to patients and staff during SPE situations.
- ◇ **Kudos to Shannon Black, Building #14 Program Director**, for allowing Building #14 grounds employees to work extra hours to assist the grounds crew in preparing for the Arbor Day ceremony. -Dave Nicklas
- ◇ **Kudos to Lacey Deterding and Marcy Guinane** for their work on the Medicare D billing process. Stacey Werth-Sweeney
- ◇ **Kudos to Sara Steele** for helping the Pharmacy obtain bids for an automated medication dispensing machine and for her work on LB95 billings. -Lacey Deterding
- ◇ **Kudos to Cherie Teague, SSII**, for having a sharp eye and finding contraband in the yard when covering in Building #5. -Cindi Hunter
- ◇ **Kudos to all the staff who safely evacuated patients** to the building basements on May 9 when the tornado sirens sounded. This was unexpected as Lincoln was not even in a watch when the funnel cloud was spotted.
- ◇ **Kudos to the staff working on May 9** when Mother Nature crashed our dinner plans. Staff helped Dietary staff serve dinner in the basements or helped the patients get to the dining rooms once people were able to head back upstairs. This was an awesome example of teamwork and the Dietary Department appreciates all you did! -Anne Regelean
- ◇ **Kudos to Bruce Raffety** for handling everything on 2nd shift solo for the past two months being the only Compliance Specialist on this shift. He has helped in all of the buildings. -Merilyn Olsen
- ◇ **Kudos to Phil Jefferson, Vicky Buchholz, Terry Harmon, Sue Lassek, and everyone else** for making the Cinco de Mayo potlucks a huge success. -Merilyn Olsen

Kudos—Now That's PCC!

- ◇ *Kudos to the Arboretum Committee members (Klaus Hartmann, MD, Dave Nicklas, Rachel Johnson, Linda Henslee, Scott Loder, Mark Townsley, Matt, John Andreini, for making the 38th Annual Arbor Day celebration a success. —Merilyn Olsen*
- ◇ *Kudos to Eddie Yeager* for his constant help with the “fixes” for Compliance Specialists.
- ◇ *Kudos to Dr. Tatay* for making me smile with his humor and positive attitude.—*Merilyn Olsen*
- ◇ *Kudos to the Maintenance staff* for their help getting the Administration building lobby ready for the LRC Biometrics Screening event on April 21, 2016. A LOT of furniture was moved that day. -Sharon Ziers
- ◇ *Kudos to Scott Fosler, 3rd shift Compliance Specialist,* for helping me open the doors to greet the Biometrics Team at their early 6:00 a.m. arrival time. —Sharon Ziers
- ◇ *Giant Kudos to all LRC staff* that so generously donated to the Lincoln Food Bank in April Best Year Ever! - Sharon Ziers
- ◇ *Kudos to the Building #3 Nursing Services staff and Treatment Teams* for receiving this note from a patient: “You are all wonderful people who don’t get enough credit for all the things we put you through. Y’all are life savers. Thank you.”

The Healthy Web.....by Tom Schmitz



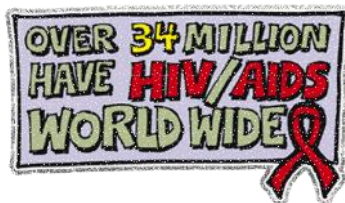
June is National Safety month. School is out for the summer and there will be plans for many family adventures.

This is a good time to review family safety measures with your kids and immediate family. Here is a link from the National Safety Council with a lot of useful information:

<https://healthfinder.gov/nho/JuneToolkit2.aspx>

June 27 is also National HIV Testing Day. 1 in 8 people with HIV don’t know they have it. Help spread the word. The catch phrase is: National HIV Testing Day – Take the Test, Take Control. Here is a link: :

<https://healthfinder.gov/NHO/JuneToolkit.aspx>



Who Are You?.....By Tary Paris



Hi! Greetings from Person-Centered Care! Anytime I hear those words together – WHO ARE YOU – a great song comes to mind... I dare you to sing along Whoooooooo rrrrrrrr uuuuuuu – oooo oooo ooo oo.....

Since WE CARE about YOU in Person-Centered Care, I'd like to invite you to participate in a little project I'm doing. I'm creating an Organizational Resume for LRC. Not only will this be a great way to continue to get to know each of you – I say continue because many of you started this project back in 2012. It was a great idea then, and now that I'm approaching my own 3 year anniversary working here, I would like to expand on it.

I have added a few more questions on the form so we can share with each other our areas of interest and expertise. Altogether, in the file located at: [S:\WHO ARE YOU](#) we will create a combined “resume” of all LRC. One of the anticipated outcomes is: if you would like help with a project and wonder who your subject matter experts are, you will have a centralized place to look. Please look for the template in the file to complete and save there in your own name.

Across shifts, across departments, and across our 100 acres, sharing a “Who Are You” profile can make us feel a little bit closer. If you include a picture – and you may – go ahead and be creative – we can more easily recognize each other – especially our new staff. As your leader in person-centered care, I'd like you to join me in continuing to create the MOST WELCOMING WORKPLACE CULTURE around!!!

I'm here to help – feel free to call me at 402.479.5110, email me, or stop by my office in B14, 3rd floor. I can help you set yours up if you would like.

Health Information Management & Administrative Professional Weeks

Let's hear it for our HIM and Administrative Professional Staff at LRC. HIM Week was celebrated April 3 through April 9. Administrative Professionals Week was celebrated April 25 through April 29. Thank You:

Jane Ahl	Ann Allen	Marilyn Bailey	Leah Becker
Jenna Beckner	Sue Childress	Diane Ellis	Tami Ernst
Tiffany Fitzpatrick-Guiterriez	Perry Holmgren	Sonnie Kroon	Allison Lehman
Becky Roberts	Carol Ryan	Lisa Steward	Karen Thaut
Stacey Wiltshire			



Cinco de Mayo Festivities 2016

This year, LRC and Whitehall celebrated Cinco de Mayo by having Mexican-themed potlucks on the Whitehall campus and in Buildings #3, 5, 10, and 14 at LRC.

- ◇ Both staff and clients celebrated Cinco de Mayo at Whitehall. Their celebrations included word jumbles and other “fun sheets.” The staff enjoyed a potluck meal and the clients did presentations on Latino Americans.
- ◇ Building #3 had lots of good Mexican food. One of the favorites, among many, was a casserole called Mexican Fideo.
- ◇ Building #5 celebrated Cinco de Mayo by having a potluck meal during each shift. Not only was there a lot of good Mexican food, both the Annex Conference Room and the main building conference room were festively decorated.
- ◇ Building #10 featured two “Mexican Buffets,” one on first floor and the other on second floor. Tacos were served on one floor and enchiladas were served on the other floor.
- ◇ Building #14 celebrated Cinco de Mayo on the third floor. There were a variety of tasty Mexican dishes, multiple desserts, chips and homemade salsa along with soft drinks.

Thank you, LRC and Whitehall, for remembering and celebrating Cinco de Mayo!



Cinco de Mayo Festivities 2016



Food Bank Barrel Competition!!

Here are LRC's results of the 2016 "State Campaign Against Hunger-Lincoln Food Bank." 2016 broke all previous records for donation. We have us some wonderfully generous and competitive folks here at LRC! Each building competed to see who could donate the most and here are the results:

- **FIRST PLACE**-Whitehall=2 Filled barrels + overflow of food for a grand total of 317 inches of food and \$120.00 of cash (including \$50.00 prize to fill barrel first). . THE BIGGEST SINGLE PROGRAM DONATOR!!!!!!!!!!!!!!!!!!!! FIRST PLACE, again; 12 years in a row!!!!!! FIRST TO FILL THEIR 1ST BARREL AND RECEIVE \$50.00 incentive prize!!!!!!!!!!!!
- **SECOND PLACE** Building #14=(3)Filled barrels-stuffed and stacked =120 inches
- **THIRD PLACE** - Building #10. One filled barrel and food stacked on the side= 85 inches. PLUS-\$200 donated from the Dietary-Morale Committee's proceeds from their Bake Sale. The Dietary Department is newly moved from Building K to Building #10.
- **FOURTH PLACE**- Building #9/Admin= One filled barrel =36 inches. Cash=\$11.00
- **FIFTH PLACE**- Building #5=22 inches of food

THE GRAND TOTAL OF LRC DONATION TO THE FOOD BANK FOR 2016 WAS 594 INCHES OF FOOD AND \$331 OF CASH, WHICH THE FOOD BANK WITH THEIR SUPER PURCHASING POWERS CAN TURN INTO \$1,655 OF FOOD!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Some folks have asked "who won the Food Bank Challenge." The answer is we all won in the State's Campaign Against Hunger. The Lincoln Regional Center employees this year broke all previous records for donation. Previously the record for inches donated was 385 inches in 2008. Now the most food donated is 594 inches of food. The largest amount of cash donated in the past was \$259.01 in 2011, and now the most cash donate is \$331.00. On behalf of the Lincoln Food Bank thanks again for your generous and thoughtful donations; every donation was greatly appreciated.



Check Out These New Booksby Tom Schmitz

1. *In the Grip of Grace* by Max Lucado
2. *A Healing Journey: A Workbook for Women* by Stephanie Covington
3. *A Lesson Before Dying* by Ernest Gaines
4. *The Gospel of Judas* ed. R. Kasse
5. *Gay Men and the New Way Forward* by Raymond Rigoglioso
6. *The Sketching School* by Judy Martin
7. *The Complete Idiot's Guide to Learning French*
8. *The Fear Book* by Cheri Huber
9. *The Front Runner* by Patricia Nell Warren
10. *Guardian of the Golden Gate* by Kevin Briggs

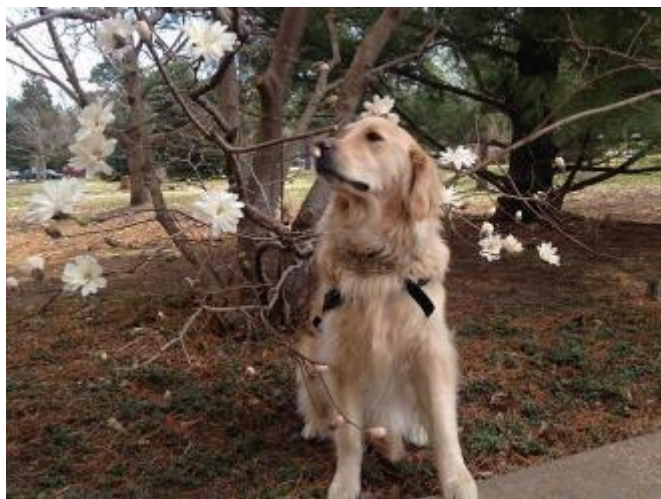
Here is a link to the LRC Resource Center Catalog:

<http://bf200s62/guest/servlet/presentquestform.do?site=105>

Please add his link to your desktop shortcuts and send your requests to me. - Thanks, Tom

The Resource Center in Building #10 is open Monday through Friday: 9:00 to Noon, and 1:00 to 5:30.

What would an LRC newsletter edition be without photos of this sweet pup, Envy? She's had a busy couple of months! Here she is enjoying the spring smells of a magnolia tree in bloom in our Arboretum! Many thanks to Rachel Johnson for this photo. On April 1, Envy played a little April Fool's Joke on her handlers, going on strike for more belly rubs and tastier treats, before celebrating her 3rd birthday on April 20 with OT staff, Jen Bennetts and Jerri Anderson, and the Building #3 women!



Campus Wildlife Photos

Many thanks to Lenee Cross, helping out from Central Office in the LRC Human Resources office, for submitting these photos of LRC campus wildlife! They are beautiful shots!!



"Get My Good Side."



"Lookout."



"Nest-making."



"Squirrelexing."



"Proud."



"Hello."

LRC's 38th Annual Arbor Day Celebration

LRC's 38th Annual Arbor Day Celebration brought cold, cloudy weather for the first time in years but that did not stop employees, patients and guests from attending. Memorial trees were planted for nine former LRC employees who passed away this year: Deb Arends, Carolyn Kroeller, Casey Sanders, Alvin Opp, Charles Richardson, MD, LaVerna Eastin, Paulo Bahr, MD, Karen Hardt, and David Callies. A flowering Chiquita Viburnum tree was planted to honor Jan Ropers' 51 years of service. Jan retired last year on December 31. A Chinkapin Oak tree was planted to honor Dr. Klaus Hartmann, for his tireless commitment to the LRC Arboretum! Dr. Hartmann founded the LRC Arboretum Committee, helped make the campus an Arboretum, has led multiple Arbor Day ceremonies over the years, and contributed donations to purchase several memorial trees. Thank you to everyone who attended this year's Arbor Day ceremony and who assisted in coordinating the event!



Arboretum Super Powers

Rachel Johnson and Linda Henslee did some digging and found old photo albums and slides depicting past Arbor Day celebrations at LRC. A recurring theme in the photos was this trio of folks who love trees: Dr. Klaus Hartmann, Rose Hanzlicek (former TR Director and former PI Coordinator at LRC), and Dave Nicklas! Here are photos featuring the three of them celebrating Arbor Day together in the 1970s, the 1990s, and this year on April 28, 2016. Dave, Rose, and Dr. Hartmann all have trees planted on our campus to honor them! Rose, who retired from LRC service in 2006, still tries to attend our ceremony each year. As Rachel Johnson states, these three are the Super Powers of the Arboretum. Their founding work and dedication has brought and continues to bring lasting beauty to our campus.

Thank you for the trees.



Over 38 years of Dedication
to the
Lincoln Regional Center
Arboretum
Thank you!

Welcome these New LRC Employees..... by Nichole Newland



Nathan Bartek, SSII,
Bldg 14



Craig Boyle, SSII,
Bldg 3



Maria Bryan, SSII,
Bldg 5



LaShay Bustamante,
SSII, Bldg 3



Randall Cobb, SSII, Bldg
3



Brandon Collins,
Administrator of
Financial Manage-
ment, Bldg 9



Tiffany Guthrie, SSII, Bldg
3



Richard Hartlein,
SSII, Bldg 14



Timothy Hartmann,
SSII, Support Pool



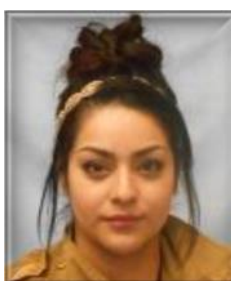
Mitchell Hetherington,
YSSII, Whitehall



Kent Houseman, SSII,
Bldg 3



Jacob Jochim, SSII, Bldg
10



Yaquelin Lizarraga,
SSII, On Call



Lual Mayum, SSII,
Bldg 3



Ramoncito Ocampo, MD,
Psychiatrist,
Bldg 3



Debra Ostdiek,
Secretary II, Bldg 9
HIM



Rachel Oxley,
LCSW, Bldg 14



Leslie Rinaldi, RN,
Bldg 3



Dalton Ringland,
Activity Assistant,
Bldg 14

Welcome these New LRC Employees..... by Nichole Newland



Thomas Sanchez, SSII,
Bldg 3



Justin Schroeder,
SSII, Bldg 5



Tonean Sengbe, SSII, On-
call



Angie Sherrill, Food
Service Cook



Jaclyn Strasburger,
RN, On Call



Joel Stuthman, SSII,
Bldg 10



Jeffrey Timmerman,
SSII, Bldg 5



Brad Walewski, SSII,
Bldg 14



Brooke Ware, SSII,
Bldg 3



Anthony Yates, SSII,
Bldg 3



Kevin Young, Ac-
countant I, Bldg 9

***PLEASE JOIN US IN WELCOMING
ALL OF THESE NEW EMPLOYEES!!***

The LRC Human Resources Office and Nurse Leadership held an all day RN job fair in the lobby of our Administration Building on Wednesday, May 25, 2016.

Many thanks to all of the people who put this together. Nurses were interviewed and 1.5 nurses were hired.



John McCoy and Glen Thummel Retire in April!

Congratulations to John McCoy, SSII, who retired from LRC employment on April 1, 2016 after 39 years of service! John's co-workers surprised him with a bowl full of golf clubs and tees! Glen retired on April 28, 2016 after 35 years of service with the State of Nebraska! Glen plans to spend retirement in sunny Arizona! Kudos to John and Glen for their dedication to LRC and their many years of service!



Gordon Tebo is the Supervisor of the Quarter!



Congratulations to Gordon Tebo, Facility Maintenance Manager, for being selected as the Supervisor of the Quarter for 1st Quarter, 2016. Gordon's co-workers and employees he supervises state that he takes time to listen and interact with employees, showing them that he values their opinions and respects them, even if it is just taking time to say a friendly hello. He seeks out all sides of an issue before making a decision. Gordon is always aware of guidelines and standards to keep the environment safe.

Gordon is available and approachable. He communicates clearly, and explains the rationale behind the work that is needed, including why it may need to be done in a certain way. Gordon is fair and honest, and he is a problem solver who is able to balance his own needs, employee needs, and the needs of the organization. He is a role model with high ethical standards and integrity.

Gordon creates a positive environment with his sense of humor. He develops cohesion between employees and uses his leadership role to encourage and support others. He motivates others to pull together to meet goals and objectives. He serves as a two-way conduit between LRC management staff and people who make up the general workforce. He is assertive when needed and does not go in "heavy-handed" with others.

Gordon states that he could not do his job without his other supervisors, Kurt Anderson, Dave Nicklas, and Marvin Jiskra, and he would like to thank all the Maintenance team, Grounds team and Boiler Room team for the great work they do every day!!

LRC Recipe Box.....by Teresa Hansen

Radicchio Pasta Salad

Ingredients:

- | | |
|--|--------------------------------|
| 1/2 lb orecchiette pasta, cooked al dente | 3 Tbsp orange marmalade |
| 1 clove garlic, grated or chopped very fine | salt |
| 1 tsp finely chopped oregano leaves, from 2 sprigs | 1 Tbsp Dijon mustard |
| 2 Tbsp red wine vinegar | 1/3 cup extra virgin olive oil |
| Freshly ground pepper | 1/2 small red onion, chopped |
| 1 head radicchio | |

Directions:

1. Bring water to a boil, salt it and cook pasta to al dente.
2. In a mixing bowl, whisk together the orange marmalade, garlic, oregano, mustard and vinegar. Stream the olive oil into dressing while whisking and season dressing with salt and pepper. Pull off 8 of the outer leaves of radicchio. Form serving cups for the pasta salad out of the leaves using two leaves to form each bowl. Chop remaining radicchio. Toss radicchio and pasta and onions with the dressing to combine. Serve pasta in lettuce bowls.



Chipotle-Mango BBQ Chicken

Ingredients:

- | | |
|--|---|
| 1 1/2 cups mango, peeled, pitted and roughly chopped | 3/4 cup fresh cilantro (loose pack, not chopped, stems & all) |
| 3 Tbsp fresh lemon juice | 2 Tbsp unseasoned rice wine vinegar |
| 1 Tbsp canola oil, plus extra for grill | 2 chipotle peppers in adobo, plus 1 Tbsp adobo sauce |
| 2 tsp kosher salt | 1 tsp freshly cracked black pepper |
| 2 lb chicken thighs and drumsticks, bone in, skin on | |

Directions:

1. Put the mango, cilantro, lemon juice, vinegar, oil, garlic, chipotle, salt and pepper in a food processor and puree until smooth. Adjust seasonings to taste.
2. Add the chicken with half of the chipotle-mango sauce to a resealable plastic bag, and massage to coat the chicken with the sauce. Refrigerate at least 6 hours to marinate.
3. Put the other half of the chipotle-mango sauce into a small saucepan and simmer over low heat until thick, stirring often, about 15 minutes. Set some of the simmered sauce aside to serve on the side, and baste the chicken every few minutes with the rest of the sauce.
4. Preheat a grill or grill pan to medium-high heat and brush with oil. Remove the chicken from the marinade and put on the grill.
5. Grill the chicken, turning and basting about every 5 minutes until cooked through 20 to 25 minutes. Transfer to a serving platter and serve with the reserved chipotle-mango sauce.



Linda Henslee—Editor—479-5388

Perry Holmgren—479-5207

Tom Schmitz—479-5475

Jane Ahl—479-5464

Nichole Newland—479-5432

Tary Paris—479-5110



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Reality Check Mission Statement:
Publish an employee-generated newsletter that is interesting,
entertaining, and promotes open communication at LRC.



It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter. Special thanks to contributors, Director Sheri Dawson, and Lane Cross. Special Thanks to Corinne Jensen from HRC for her assistance.

Bob's Hambone Soup

Ingredients:

1 ham bone, meaty	1 medium onion, chopped
7 cups water	2 bay leaves
3 medium potatoes, diced	3 cups ham, diced or shredded
1 16 oz can pinto beans	1 16 oz can kidney beans
1 cup diced celery	1 cup chopped carrots
1/3 cup butter	2 cups milk
Pepper	cornstarch or instant potato flakes



Directions:

1. Cover ham bone in water and simmer for about an hour or two
2. Add onion and bay leaves. Simmer until onions are tender.
3. Add potatoes, garlic, veggies, ham and beans. Simmer until ham falls off bone.
4. Remove ham from ham bone. Add ham to soup and discard bone.
5. Add butter, milk and pepper. Simmer until heated through.
6. Add cornstarch or instant potato flakes to thicken